



CITY OF CHICAGO
COMMISSION ON HUMAN RELATIONS

July 8, 2019

Via Email

Matt Chapman
76342-77935814@requests.muckrock.com

RESPONSE TO FOIA REQUEST

Date Received: July 1, 2019
Sent by Email on: July 8, 2019

Dear Mr. Chapman:

On behalf of the Chicago Commission on Human Relations (CCHR), I am responding to your Freedom of Information Act ("FOIA") request received on July 1, 2019.

Your request seeks the following: "A copy of all intergovernmental agreements."

In response to your request, attached please find intergovernmental agreements and memoranda of understanding between the CCHR and: the Cook County Commission on Human Right, the Equal Employment Opportunity Commission, the Illinois Department of Human Rights, the US Department of Justice, and the National Labor Relations Board. Based on a review of our records, we believe that these are all of the documents in the CCHR's possession that are responsive to your request.

You have a right of review by the Illinois Attorney General's Public Access Counselor, who can be contacted at 500 S. Second St., Springfield, IL 62706. You may also seek judicial review under 5 ILCS 140/11.

Sincerely,

Matthew D. Lango
Matthew D. Lango
Deputy Commissioner

Enc.

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AND THE CHICAGO COMMISSION ON HUMAN RELATIONS**
Effective February 1, 2000

The Illinois Department of Human Rights ("IDHR"), under the Illinois Human Rights Act (the "IHRA"), has jurisdiction to process charges alleging employment discrimination on the basis of race, color, religion, sex, national origin, ancestry, age, marital status, disability, unfavorable military discharge, military status, retaliation, arrest record, and citizenship status. The Chicago Commission on Human Relations ("CCHR"), under the Chicago Commission on Human Rights Ordinance and the Chicago Commission on Human Relations Enabling Ordinance (referred to collectively as the "CHRO"), has jurisdiction to process complaints alleging employment discrimination on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, parental status, marital status, military discharge status, source of income and retaliation. (Hereinafter, the term "case" shall be used to refer to a "charge" as filed with the IDHR and a "complaint" as filed with the CCHR.)

The IDHR has the authority to enter this Memorandum of Understanding pursuant to Section 7-109 of the IHRA (775 ILCS 5/7-109). The CCHR has the authority to enter this Memorandum of Understanding pursuant to Chicago Municipal Code, §2-120-510(q).

The purpose of this Memorandum of Understanding between the IDHR and the CCHR is to minimize any overlap in the processing of cases of discrimination filed against either the Chicago Transit Authority (the "CTA") or the Board of Education of the City of Chicago (the "School Board") (formerly known as the Chicago School Reform Board of Trustees) under these statutes and to

promote efficiency in their administration and enforcement. This Memorandum of Understanding is intended to apply to the IHRA and the CHRO as currently written, as well as to any future amendments of these acts.

The parties to this Memorandum agree as follows:

I. Cases Filed at Both the IDHR and the CCHR

This Memorandum of Understanding covers cases against the CTA or the School Board which are filed with both the IDHR and the CCHR and which involve substantially similar allegations (hereinafter referred to as "parallel-filed" cases). It does not cause a case filed at one agency to be deemed filed at the other.

II. Deferral

As a general rule, when a case is parallel-filed, there will be a deferral of investigation by one agency to the other agency so that investigation of the case does not proceed simultaneously by both agencies. The determination of which agency will defer will be made on a case-by-case basis in accordance with the guidelines developed by both agencies to implement and administer this Memorandum of Understanding.

III. Exchange of Information

The IDHR and CCHR shall make available for inspection and copying to officials from the other agency any information in their records pertaining to a parallel-filed case being processed by the other agency.

IV. Joint Activity

When deferral by one agency is not possible and both agencies must proceed (including but not limited to when the same complainant has made differing allegations at each agency), the agencies shall exert best efforts to work jointly. This includes, but is not limited to, holding joint interviews and/or joint settlement conferences, and making joint requests for documents and other written information.

V. Confidentiality

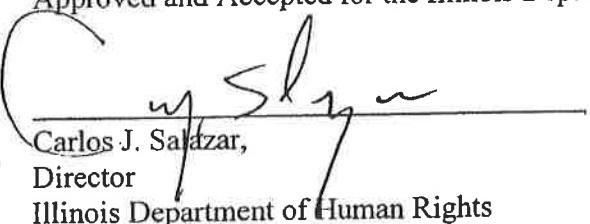
When the CCHR receives information from the IDHR which is subject to the confidentiality provisions of the IHRA or IDHR regulations, 2 Ill.Admin.Code, Chap. X, §926.210, the CCHR shall observe those requirements as would the IDHR, except in cases where the CCHR receives the same information from a source independent of the IDHR. When the IDHR receives information from the CCHR which is subject to confidentiality requirements of CHRO, §2-160-510(f) and/or Commission Regulations 220.410 and 220.420, the IDHR shall observe those requirements as would the CCHR, except where the IDHR receives the same information from a source independent of the CCHR.

VI. Effective Date and Termination

This Memorandum of Understanding shall become effective on February 1, 2000, after approval and acceptance by both agencies. Exchange of information and deferral of investigation on parallel-filed cases shall be retroactive from the effective date of this Memorandum of Understanding (as provided in Guidelines established by the Agencies).

This Memorandum of Understanding shall remain in effect until it is terminated by either agency or superseded by a revised agreement. Either agency may terminate this Memorandum of Understanding with reasonable written notice to the other agency if the terminating agency determines that continued compliance with the Memorandum of Understanding is contrary to the best interests of the agency.

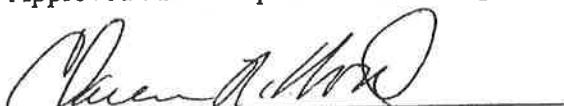
Approved and Accepted for the Illinois Department of Human Rights



Carlos J. Salazar,
Director
Illinois Department of Human Rights

Dated: 1/13/00

Approved and Accepted for the Chicago Commission on Human Relations



Clarence N. Wood,
Chairman
Chicago Commission on Human Relations

Dated: January 26, 2000

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE COOK COUNTY COMMISSION ON HUMAN RIGHTS AND
THE CITY OF CHICAGO COMMISSION ON HUMAN RELATIONS**

WHEREAS, the Chicago Commission on Human Relations (the "City Commission") is charged with administering and enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance, its powers are enumerated in the Chicago Commission on Human Relations Enabling Ordinance (collectively, the "City Ordinance"). The City Ordinances prohibit discrimination in the areas of housing, employment, credit, bonding, and the public accommodations in the City of Chicago. The City Ordinances prohibit discrimination based on race, color, sex (including sexual harassment), age, religion, disability, national origin, ancestry, sexual orientation, marital status, military discharge status, and source of income.

WHEREAS, the Cook County Commission on Human Rights (the "County Commission") is charged with administering and enforcing the Cook County Human Rights Ordinance (the "County Ordinance"). The County Ordinance prohibits discrimination and sexual harassment in the Cook County or by Cook County contractors in the areas of housing, employment, credit and bonding, public accommodations, and County facilities, services and programs. The County Ordinance prohibits discrimination based on race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, and housing status.

WHEREAS, the drafters of the County Ordinance recognized that the City of Chicago and other municipalities within Cook County have or may adopt their own human rights and/or fair housing ordinances. In acknowledgment of the importance of these local ordinances and in the interest of minimizing duplication of regulation and enforcement, Article XII was included in the County Ordinance. It provides that to the extent a municipal ordinance regulates conduct prohibited by the County Ordinance and provides remedies, the County Ordinance shall not apply within that municipality with respect to such conduct. In all other circumstances, the County Ordinance shall be enforceable within the municipality.

WHEREAS, because the County Ordinance and the City Ordinances regulate substantially similar conduct and provide remedies, the County Ordinance, in most circumstances, does not apply to acts of discrimination which occur within the City of Chicago. Accordingly, most complaints of discrimination concerning conduct in the City of Chicago must be filed with the City Commission and cannot be filed with the County Commission. Examples of conduct which the City Ordinances do not regulate and which are prohibited by the County Ordinance include: complaints based on housing status, complaints of retaliation in housing, and aiding and abetting violations. In those cases, the County Ordinance applies to acts of discrimination occurring within the City of Chicago and the County Commission accepts complaints about such allegations.

WHEREAS, on May 19, 1993, the Board of Commissioners of the Chicago Commission adopted a policy that provides that, in the interest of comity and in deference to the County's adoption of a substantially equivalent ordinance, the City Commission will not accept complaints

filed against Cook County government after May 21, 1993 (the effective date of the County Ordinance). Consequently, the City Commission does not accept complaints of discrimination naming the County as respondent, including those occurring within the City of Chicago.

WHEREAS, §2-120-510(q) of the Chicago Commission on Human Relations Enabling Ordinance allows the City Commission to enter into intergovernmental agreements with the County Commission for the purpose of more efficiently and effectively carrying out the goals of those ordinances. Such agreements may allow the Commission to transfer or coordinate the investigation of complaints filed with the Commission, and/or to decline jurisdiction, to defer the exercise of jurisdiction, or to dismiss a case which is proceeding in an alternate forum. This provision states that the rights of persons to proceed under the City Ordinances shall be governed by any such intergovernmental agreements, but in no event may the Commission refuse to exercise jurisdiction where the complaint cannot be redressed in an alternate forum.

WHEREAS, Article X(E)(8) of the County Human Rights Ordinance provides that the County Commission may enter into a written agreement with any political subdivision, municipal agency, or municipal government within the County, or any state or federal agency, whereby the County Commission and such entity may agree to jointly process, transfer, or refer from one to the other for processing and investigation an individual's complaint alleging unlawful discrimination, sexual harassment, or other civil rights violations.

WHEREAS, on November 18, 1998, the Board of Commissioners of the City Commission passed a resolution stating that, due to conflict of interest concerns, the City Commission shall not accept complaints alleging that the City Commission or any of its staff discriminated against the complainant. Instead, the Board stated that the City Commission should refer such complaints to other agencies which accept discrimination complaints. The Board specifically asked City Commission staff to effectuate an agreement with the County Commission to take complaints against the City Commission to ensure that all such complaints could be redressed in an alternate forum.

WHEREAS, the County Commission has determined that, due to conflict of interest concerns, the County Commission shall not accept complaints alleging that the County Commission or any of its staff discriminated against a complainant. Instead, the County Commission has determined that it should refer such complaints to other agencies which accept discrimination complaints and should effectuate an agreement with the Chicago Commission to accept complaints against the County Commission which could not be redressed in an alternate forum.

WHEREAS, the City Commission and the County Commission want to ensure that individuals seeking to file complaints of discrimination against either of their respective agencies and/or staff have access to a fair and neutral forum where their complaint can be handled in a completely impartial manner without an inherent conflict of interest.

NOW THEREFORE, the City Commission and County Commission agree to refer complaints of discrimination filed against each of their agencies as follows:

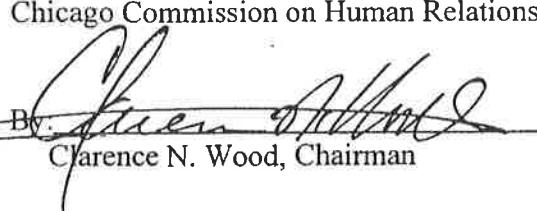
1. Discrimination Claims Against the City Commission. Pursuant to the City Commission's November 18, 1998 resolution, and in accordance with Article XII of the County Ordinance, complaints of discrimination made against the City Commission and/or its staff which cannot be filed at other civil rights agencies, such as the Illinois Department of Human Rights and the Equal Employment Opportunity Commission, shall be referred to and accepted by the County Commission for processing under the County Ordinance.

2. Discrimination Claims Against the County Commission. Notwithstanding the City Commission's May 19, 1993 policy of not accepting complaints filed against the Cook County government, complaints of discrimination made against the County Commission and/or its staff which cannot be filed at other civil rights agencies, such as the Illinois Department of Human Rights and the Equal Employment Opportunity Commission, shall be referred to and accepted by the Chicago Commission for processing under the Chicago Ordinances.

The parties acknowledge that this Memorandum of Understanding has no impact upon the jurisdiction of the Chicago Commission or the County Commission over other units of government and does not prevent individuals from filing cases at civil rights agencies other than the City and County Commission, where applicable.

Chicago Commission on Human Relations

Cook County Commission on Human Rights

By: 
Clarence N. Wood, Chairman

By: 
Jennifer D. Vidis, Executive Director

Dated: July 28, 1999

Dated: 3/21/02

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
AND THE CHICAGO COMMISSION ON HUMAN RELATIONS**

The Equal Employment Opportunity Commission ("EEOC"), under Title VII of the Civil Rights Act of 1964, as amended (Title VII"), Age Discrimination in Employment Act ("ADEA"), the Equal Pay Act ("EPA") and the Americans with Disabilities Act ("ADA") has jurisdiction to process charges alleging employment discrimination on the basis of race, color, religion, sex, national origin, age, disability and retaliation. The Chicago Commission on Human Relations ("CCHR"), under the Chicago Commission on Human Rights Ordinance and the Chicago Commission on Human Relations Enabling Ordinance (referred to collectively as "CHRO") has jurisdiction to process complaints alleging employment discrimination on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, parental status, marital status, military discharge status, source of income and retaliation. (Hereinafter, the term "case" shall be used to refer to a "charge" as filed with the EEOC and a "complaint" as filed with the CCHR.)

The EEOC has the authority to enter this Memorandum of Understanding pursuant to Title VII of the Civil Rights Act of 1964, as amended, Sec. 705(g). The CCHR has the authority to enter this Memorandum of Understanding pursuant to Chicago Municipal Code, §2-120-510(q).

The purpose of this Memorandum of Understanding between the EEOC and the CCHR (hereinafter referred to collectively as the "Agencies" or interchangeably as the "Agency") is to minimize overlap in the processing of cases of discrimination under these statutes and to promote efficiency in their administration and enforcement. This Memorandum of Understanding provides for exchange of information, joint activity and deferral of investigations on cases filed under Title VII, the ADEA, the ADA, the EPA and the CHRO as currently written, as well as to any future amendments of these acts.

The parties to this Memorandum agree as follows:

I. Cases Filed at Both the EEOC and the CCHR

This Memorandum of Understanding covers cases filed with both the EEOC and the CCHR which identify the same or similar parties and involve substantially similar allegations (hereinafter referred to as "parallel-filed" cases); it does not cause a case filed at one Agency to be deemed filed at the other.

II. Deferral

As a general rule, when a case is parallel-filed, there will be a deferral of investigation by one Agency to the other Agency so that investigation of the case does not proceed simultaneously by both Agencies. The determination of which Agency will defer will be made on a case-by-case basis in accordance with the guidelines mutually developed and agreed upon by both Agencies to implement and administer this Memorandum of Understanding (see Part VI below).

III. Joint Activity

When deferral by one Agency is not possible and both Agencies must proceed (including but not limited to when a "parallel-filed" case has differing allegations and/or differing parties at each Agency), the Agencies shall exert best efforts to work jointly. This includes, but is not limited to, holding joint interviews and/or joint settlement conferences, and making joint requests for documents and other written information. Decisions about working jointly will be made by the Agencies on a case-by-case basis in accordance with the guidelines mutually developed and agreed

upon by both Agencies to implement and administer this Memorandum of Understanding (see Part VI below).

IV. Exchange of Information

The EEOC and CCHR shall make available for inspection and copying to officials from the other Agency any information in their records pertaining to a parallel-filed case being processed, in whole or part, by the other Agency.

V. Confidentiality

When the CCHR receives information from the EEOC which is subject to the confidentiality provisions of the federal statutes or EEOC regulations, the CCHR shall be bound by those requirements as would the EEOC, except in cases where the CCHR receives the same information from a source independent of the EEOC. When the EEOC receives information from the CCHR which is subject to confidentiality requirements of CHRO, §2-160-510(f) and/or Commission Regulations 220.410 and 220.420, the EEOC shall be bound by those requirements as would the CCHR, except where the EEOC receives the same information from a source independent of the CCHR.

VI. Guidelines

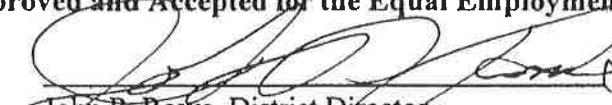
The EEOC and the CCHR are authorized to establish guidelines which shall set forth the particular arrangements which they shall use to implement and administer this Memorandum of Understanding. Among other things, these guidelines shall describe the general circumstances under

which the Agencies may defer to each other, may work jointly, and may exchange information, and shall describe notification to parties about such work. The Agencies may alter and amend these guidelines as they deem necessary to effectuate this Memorandum.

VII. Effective Date and Termination

The effective date of this Memorandum of Understanding shall be August 1, 1999. As of the effective date, the Agencies shall begin deferral of investigation on parallel-filed cases filed on or after the effective date, and the Agencies may exchange information and engage in joint activity on parallel-filed cases filed before the effective date. This Memorandum of Understanding shall remain in effect until it is terminated by either Agency or superseded by a revised agreement. Either Agency may terminate this Memorandum of Understanding with reasonable written notice to the other Agency if the terminating Agency determines that continued compliance with the Memorandum of Understanding is contrary to the best interests of the Agency.

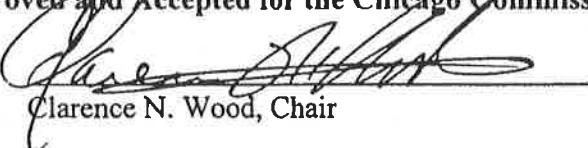
Approved and Accepted for the Equal Employment Opportunity Commission:

By: 

John P. Rowe, District Director

Dated: July 23 1999

Approved and Accepted for the Chicago Commission on Human Relations:

By: 

Clarence N. Wood, Chair

Dated: July 28, 1999

AGREEMENT
between
THE CHICAGO COMMISSION ON HUMAN RELATIONS
and
UNITED STATES DEPARTMENT OF JUSTICE
OFFICE OF SPECIAL COUNSEL FOR IMMIGRATION RELATED
UNFAIR EMPLOYMENT PRACTICES

The Chicago Commission on Human Relations ("Chicago Commission") and the Office of Special Counsel for Immigration Related Unfair Employment Practices of the U.S. Department of Justice ("Office of Special Counsel") agree to work together to increase the levels of information and assistance regarding the rights and responsibilities of residents under the anti-discrimination provisions of immigration and other laws.

The Chicago Commission is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. Those Ordinances prohibit discrimination in employment, housing, public accommodations, credit and bonding. Those ordinances protect individuals from discrimination ~~on the basis of race, color, religion, national origin, sex, age, sexual orientation, disability, ancestry, parental status, marital status, military discharge status and source of income.~~

The Office of Special Counsel is charged with the enforcement of the provisions of the Immigration Reform and Control Act of 1986 which prohibit discrimination in employment on the basis of citizenship status or national origin.

The purposes of this Agreement are to ensure that matters within the jurisdiction of each agency are communicated to that agency without delay, and to educate the public on the rights and responsibilities under the pertinent laws.

The Chicago Commission hereby agrees to act as an agent for the Office of Special Counsel for the sole purpose of satisfying the time limits of filing a charge. To ensure that the deadlines are satisfied, the Chicago Commission will accurately record and notify the Office of Special Counsel of the date when the Chicago Commission receives a complaint containing allegations that appear to fall within the jurisdiction of the Office of Special Counsel. The Chicago Commission will forward a copy of its complaint and other relevant documents to the Office of Special Counsel as soon as possible. Further, the Chicago Commission shall refer to the Office of Special Counsel any individual whose complaint falls into its jurisdiction but not that of the Chicago Commission's. The Chicago Commission shall also give a copy of the Office of Special Counsel's complaint form to individuals who may be able to file with them.

Nothing in this Agreement affects or diminishes either agency's authority to investigate and proceed with complaints that fall within the coverage of its statute or ordinances.

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Either agency may terminate this Agreement with reasonable written notice to the other agency if the terminating agency determines that continuing compliance with this Agreement is contrary to the best interests of the agency.

This Agreement shall become effective on October 15, 1999.



Clarence N. Wood, Chairman
Chicago Commission on Human Relations

Dated: 10/14/99



John Trasvina, Special Counsel
Office of Special Counsel

Dated: 10/14/99

MEMORANDUM OF UNDERSTANDING

Between

REGION 13 OF THE NATIONAL LABOR RELATIONS BOARD

And

CITY OF CHICAGO COMMISSION ON HUMAN RELATIONS

The parties to this MEMORANDUM OF UNDERSTANDING are Region 13 of the National Labor Relations Board (Region 13) and the Chicago Commission on Human Relations.

I. BACKGROUND

1. Region 13 is a Regional Office of the National Labor Relations Board (NLRB). The NLRB is an independent agency of the United States government that enforces the National Labor Relations Act, 29 U.S.C. § 151 ("NLRA"), which guarantees the right of certain private sector employees to form, join, or assist labor organizations; to bargain collectively through representatives of their own choosing; to engage in other concerted activities for the purpose of collective bargaining or other mutual aid and protection; and to refrain from any of these activities. The NLRA prohibits employers and labor organizations from interfering with these rights, or discriminating against employees because they have exercised these rights. The NLRB is responsible for investigating and remedying any alleged violation of these rights, and is also responsible for conducting elections to determine whether employees wish to be collectively represented.
2. The Chicago Commission on Human Relations is the civil rights agency for the City of Chicago and is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance which prohibit discrimination in employment, housing, public accommodations, credit, and bonding. These ordinances protect individuals from discrimination on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity, disability, ancestry, parental status, marital status, military discharge status, source of income, and credit history (as to employment only).

II. PURPOSE OF MEMORANDUM OF UNDERSTANDING

3. The purposes of this Memorandum of Understanding are to foster cooperation, conserve resources, minimize duplication of effort, and ensure thorough investigations.

III. PROVISION OF JURISDICTIONAL INFORMATION TO PUBLIC

4. When, during an intake interview or case processing, it becomes apparent to Region 13 personnel or the Chicago Commission on Human Relations personnel that the alleged unlawful conduct may fall within the jurisdiction of the other agency, the agency will advise the member of the public that an opportunity may exist to file a charge with the

other agency. Agency personnel will further provide the member of the public with informational materials prepared by the other agency, which describes that agency's jurisdiction and contact information.

5. Region 13 will make referrals to the Chicago Commission on Human Relations based on the categories of discrimination and protected classes as described in Section I, Paragraph 2 of this document.
6. The Chicago Commission on Human Relations will make referrals to Region 13 based on the categories of discrimination described in Section I, Paragraph 1 of this document.
7. Region 13 and the Chicago Commission on Human Relations will provide training to staff of the other agency in identifying cases and issues that may arise under its jurisdiction.

IV. SHARING OF INFORMATION BETWEEN AGENCIES

8. Where the Chicago Commission on Human Relations or Region 13 reasonably believe that information and/or documents in the possession of the other agency would assist them in carrying out their mission, the agencies hereby agree to share the respective information and documents in their files with the other agency in order to conserve public resources and minimize duplication of efforts.
9. An agency seeking information or documents in the investigative files of the other agency must submit a written request to inspect the material in the other agency's files pursuant to paragraph 10 below. The request should identify the investigator or attorney of the other agency, if known, and either specify the case files to be reviewed or describe the specific information and/or documents sought.
10. The Commissioner of the Chicago Commission on Human Relations should direct his/her request to review investigative files to the Regional Director of Region 13. The Regional Director of Region 13 should direct his/her request to review investigative files to the Commissioner of the Chicago Commission on Human Relations or the Commissioner's designee.
11. A request by the Chicago Commission on Human Relations to inspect or receive documents in a Region 13 investigative case file will be processed pursuant to 29 C.F.R. Section 102.118. A request by Region 13 to inspect or receive documents in a Chicago Commission on Human Relations investigative case file will be made pursuant to the Illinois Freedom of Information Act, 5 ILCS 140 or other applicable state law. Should the requesting agency receive a demand from outside the agency for disclosure of any information provided by the other agency pursuant to this Memorandum of Understanding, each agency agrees to assert any available privileges and use all appropriate FOIA exemptions. The agency receiving the information agrees to notify the agency that provided the information before information supplied from the investigative case file is provided to any outside entity. It is the understanding of both agencies that

any records received by the Chicago Commission on Human Relations will be subject to the Local Records Act, 50 ILCS 205, the Illinois Freedom of Information Act, 5 ILCS 140 or other applicable state law.

12. After a written request is submitted, as described above in subparagraphs 10-12, investigators from each agency may communicate directly on matters related to the information sought as it relates to case-processing.
13. To the extent reasonably practicable, and at such times and places as might be mutually agreeable, each agency will offer training and technical assistance to the other to provide each other with a better understanding of the other agency's policies, procedures, and applicable laws.
14. Each agency will also designate representatives to monitor and evaluate the coordination efforts set forth in Paragraph IV of this Memorandum of Understanding and to provide technical assistance to the other agency.
15. The Chicago Commission on Human Relations may obtain telephonic technical assistance and guidance from Region 13 by calling 1-312-353-7570 between the hours of 8:30 a.m. – 5:00 p.m. (Central Time), Monday – Friday (excluding holidays) and requesting to speak to Region 13's designated representative as described above in subparagraph 14.
16. Region 13 may obtain telephonic technical assistance and guidance from the Chicago Commission on Human Relations by calling 1-312-744-4111 between the hours of 9:00 a.m. – 5:00 p.m. (Central Time), Monday – Friday (excluding holidays) and requesting to speak with the Commissioner's designated representative as described above in subparagraph 14.

V. NO DIMINUTION OF AGENCY AUTHORITY

17. Nothing in this Memorandum of Understanding diminishes either agency's authority to investigate and prosecute charges or cases that fall within the coverage of its enabling statute(s).

VI. RIGHT OF MODIFICATION AND EFFECTIVE DATE

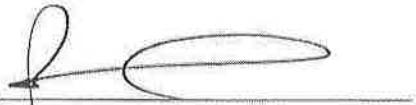
18. This Memorandum of Understanding may be modified in writing at any time by mutual consent of the Chicago Commission on Human Relations and Region 13. Should either agency wish to discontinue participation in this Memorandum of Understanding, that agency should endeavor to provide thirty (30) days advance written notice of its intent to representatives of the other agency. The Chicago Commission on Human Relations shall provide its written notice to Region 13's Regional Director. Region 13 shall provide its notice to the Commissioner of the Chicago Commission on Human Relations.

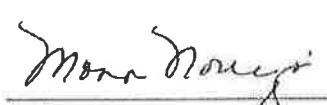
19. This Agreement shall be effective on the date it is fully executed by the parties.

Signed at Chicago, Illinois, this 18th day of April 2014.

Dated: 4.18.14

Dated: 4/18/2014


Peter Sung Ohr
Regional Director
National Labor Relations Board
Region 13
209 S. LaSalle Street Suite 900
Chicago, IL 60604


Mona Noriega
Chairman and Commissioner
Chicago Commission on Human
Relations
740 N. Sedgwick, Suite 400
Chicago, IL 60604